

County of Effingham, IL

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COUNTY OF EFFINGHAM/
EFFINGHAM COUNTY SHERIFF
Employer
and**

Case 14-WH-149105

**ILLINOIS FRATERNAL ORDER
OF POLICE LABOR COUNCIL
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On March 30, 2015, Illinois Fraternal Order of Police Labor Council, the Petitioner, filed with the Regional Director for Region 14 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On April 1, 2015, the Regional Director served on the parties an Order to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees, the Regional Director recommended to the Board that the requested certification be issued.¹

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board hereby certifies that Illinois Fraternal Order

¹ The record indicates that the Employer is a public sector employer and that the State of Illinois Labor Relations Board issued a Certification of Unit Clarification on July 11, 2013, establishing the Petitioner as the representative of the employees in the clarified unit. The record also includes a copy of the parties' most recent collective-bargaining agreement.

of Police Labor Council is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of County of Effingham/Effingham County Sheriff in the following bargaining unit:²

Included: All full-time and regular part-time non-sworn employees of the Effingham County Sheriff's Department in the following classifications: Correctional Officer, Bailiff, Process Server, Office Deputy, Records Clerk, Telecommunicator, Jail Administrator, Assistant Jail Administrator, Bailiff Sergeant, Telecommunicator Administrator, and Assistant Telecommunicator Administrator.

Excluded: Chief Deputy and Sheriff's confidential secretary, as well as all confidential, managerial and supervisory employees as defined by the Illinois Labor Relations Act, and all other employees of the Sheriff's Office.

Dated, Washington, D.C., June 10, 2015.

By direction of the Board:

Gary Shinnors

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).